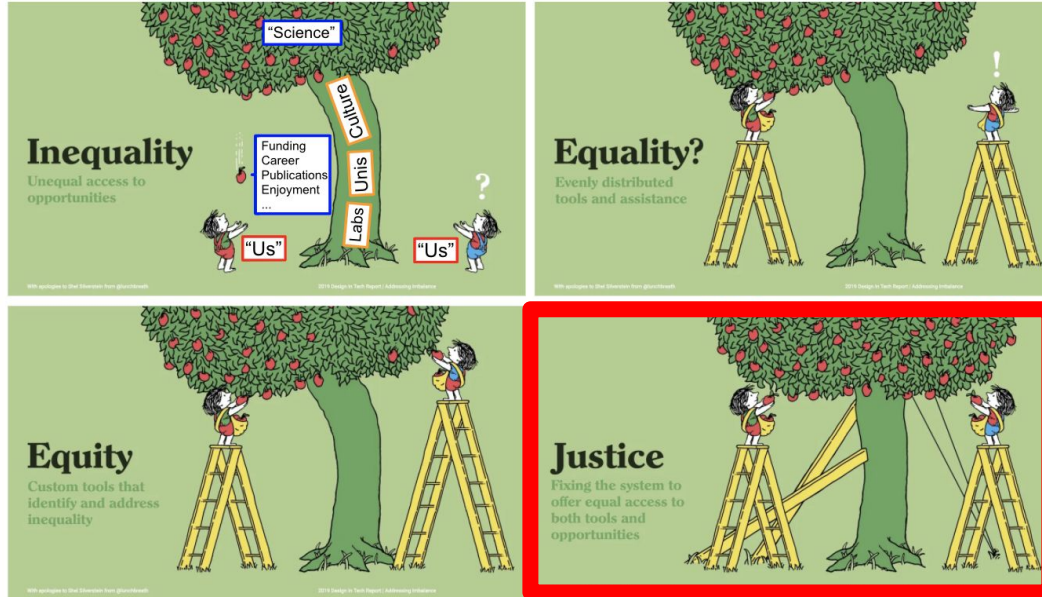


D&I: Recruitment, Evaluation, and Recognition

CEF Town Hall, 2020/7/15

Carla Bonifazi, Mu-Chun Chen, Sam Meehan
Ex Officio: Kététvi Assamagan

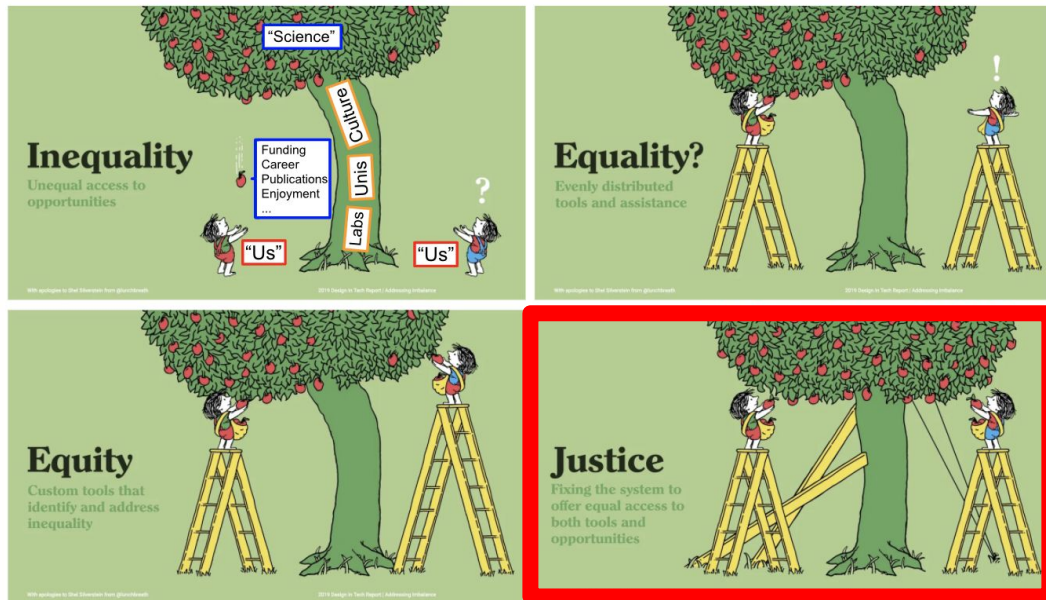
Equity, Diversity, and Inclusion



EDI must be embedded in ALL aspects (all frontiers)

- HEP Research
- Applications & Industry
- Physics Education
- Career Pipeline & Development
- Public Education & Outreach
- Public Policy and Government Engagement

Equity, Diversity, and Inclusion



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- Applications & Industry
- **Physics Education**
- **Career Pipeline & Development**
- **Public Education & Outreach**
- **Public Policy and Government Engagement**

All these aspects can serve as great vehicles to achieve EDI!

Equity, Diversity and Inclusion

Recruitment:

Current status - lack of diversity (gender, race/ethnicity, ...)

Dedicated efforts needed to build the pipeline

Retention:

Inclusive environment so that all community members feel that they belong and can thrive

Dedicated efforts needed to improve climate with actions including fair Evaluation and proper Recognition

Equity, Diversity and Inclusion [PE, CP&D, PE&O, PP&GE]

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Evaluation and proper **Recognition**

Recruitment/Evaluation

Student Admissions **[PE, CP&D, PE&O]**

Best practices in undergrad admissions (freshmen and transfers)

Best practices for grad student admissions

Effective outreach to women (e.g. APS CUWiP) and URMIs (MSI, HBCUs, HSI, CC...)

Bridge Programs: APS Bridge, Vanderbilt-Fisk, Cal-Bridge, ...

Issues with standardized tests (GRE, pGRE, SAT, ACT, ...)

Holistic Review

Interrupting implicit bias

Recruitment/Evaluation

Postdoc Hiring **[CP&D]**

Outreach to women and URMs

Fellowship Programs related to Faculty Diversity Programs (UC PPFP, ...)

Addressing Implicit Bias

Recommendation Letters: Power dynamics between junior and senior colleagues (from the survey)

Recruit/Evaluation

Faculty Hiring [CP&D, PP&GE]

- Setting the goal of increasing diversity

- Search committee composition (gender/racial balance)

- Faculty Diversity Hiring programs

- Interrupting implicit bias

- Two body opportunity (from the survey)

General Job Seeking (including non-academic career opportunities):

- remove disadvantage and biases [CP&D, A&I]

Evaluation and Recognition

Transparency of protocols and procedures

Awards, speaker selections @ conferences, collaborations

How to reward people that have done good deeds for advancing the diversity in the field (from survey)

Best practice in evaluating research proposals [PP&GE]

Accountability consideration in proposal evaluation - proposers: sexual harassment, racial discrimination (from survey)

Implicit Bias, Micro-aggression in ad hoc review/panel process (from survey)